

A. TAKE PART IN OR REFRAIN FROM TAKING PART IN FORMING, JOINING, SUPPORTING, OR PARTICIPATING IN ANY EMPLOYEE ORGANIZATION OR ITS LAWFUL ACTIVITIES;

B. BE REPRESENTED BY AN EXCLUSIVE REPRESENTATIVE, IF ANY, IN COLLECTIVE BARGAINING; AND

C. ENGAGE IN OTHER CONCERTED ACTIVITIES FOR THE PURPOSE OF COLLECTIVE BARGAINING.

2. SWORN LAW ENFORCEMENT OFFICERS AND CORRECTIONAL OFFICERS SUBJECT TO THIS PARAGRAPH MAY SEEK RECOGNITION IN ORDER TO ORGANIZE AND BARGAIN COLLECTIVELY IN GOOD FAITH WITH THE SHERIFF OR THE SHERIFF'S DESIGNEE CONCERNING THE FOLLOWING MATTERS:

A. COMPENSATION, EXCLUDING SALARY, WAGES, AND THOSE BENEFITS DETERMINED, OFFERED, ADMINISTERED, CONTROLLED, OR MANAGED BY THE COUNTY COMMISSIONERS OF CHARLES COUNTY;

B. LEAVE, HOLIDAYS, AND VACATIONS; AND

C. HOURS, WORKING CONDITIONS, AND JOB SECURITY.

3. A SWORN LAW ENFORCEMENT OFFICER OR CORRECTIONAL OFFICER WHO IS A MEMBER OF A BARGAINING UNIT WITH AN EXCLUSIVE REPRESENTATIVE, MAY DISCUSS ANY MATTER WITH THE EMPLOYER WITHOUT THE INTERVENTION OF AN EMPLOYEE ORGANIZATION, MAY DISCUSS ANY MATTER WITH THE EMPLOYER THE EXCLUSIVE REPRESENTATIVE.

4. A SWORN AND LAW ENFORCEMENT OFFICER OR CORRECTIONAL OFFICERS OFFICER WHO ARE IS NOT A MEMBERS MEMBER OF AN EMPLOYEE ORGANIZATION REPRESENTED BY AN EXCLUSIVE REPRESENTATIVE A BARGAINING UNIT WITH AN EXCLUSIVE REPRESENTATIVE MAY BE REQUIRED TO PAY A PROPORTIONAL SERVICE FEE FOR COSTS ASSOCIATED WITH THE ADMINISTRATION AND ENFORCEMENT OF ANY AGREEMENT THAT BENEFITS THE AFFECTED EMPLOYEES. AN EXCLUSIVE REPRESENTATIVE SHALL BE SELECTED IN ACCORDANCE WITH THE PROCEDURES SET FORTH IN SUBPARAGRAPH (V) OF THIS PARAGRAPH.

5. THIS PARAGRAPH DOES NOT REQUIRE THAT SWORN LAW ENFORCEMENT OFFICERS AND CORRECTIONAL OFFICERS BE REPRESENTED BY THE SAME EXCLUSIVE REPRESENTATIVE.

(IV) THE SHERIFF AND THE OFFICE OF THE SHERIFF FOR CHARLES COUNTY, THROUGH THEIR APPROPRIATE OFFICERS AND EMPLOYEES, MAY:

1. DETERMINE THE MISSION, BUDGET, ORGANIZATION, NUMBERS, TYPES AND GRADES OF EMPLOYEES ASSIGNED, THE WORK PROJECTS, TOURS OF DUTY, METHODS, MEANS, AND PERSONNEL BY WHICH ITS OPERATIONS ARE CONDUCTED, TECHNOLOGY NEEDS, INTERNAL SECURITY PRACTICES, AND THE:

A. MISSION;